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**Faculty of Science & Health**

**Department of Psychology**

**Senior Research Associate**

**ZZ008133**

**Information for Candidates**

**THE POST**

Please see the attached job description and person specification.

**TERMS OF APPOINTMENT**

Full-time

Fixed term

Salary is in the range from £32,348 - £36,386 per annum and progress to the top of the scale is by annual increments payable on 1 September each year. Salary is paid into a bank or building society monthly in arrears.

Working hours are normally from 8.30 a.m. to 5.15 p.m. Monday to Thursday and 8.30 a.m. to 4.15 p.m. Friday with one hour and ten minutes for lunch. As this post is research based, working hours will vary depending on the needs of the project so a flexible approach is required. Specific working hours will be agreed once an appointment has been made. Overtime is not normally payable but time off in lieu may be given.

Annual leave entitlement is 35 working days in a full leave year. The leave year commences on 1 October and staff starting and leaving during that period accrue leave on a pro-rata basis. In addition, the University is normally closed from Christmas Eve until New Year’s Day inclusive and on bank holidays.

The Appointee will be entitled to join the Local Government Pension Scheme. The scheme's provisions include a final salary based, index-linked pension with an option to exchange some pension for a lump sum on retirement together with dependants’ benefits. Contributions by the employee are subject to tax relief.

There is a probationary period of six months during which new staff are expected to demonstrate their suitability for the post.

There is a comprehensive sickness and maternity benefits scheme.

**All interview applicants will be required to bring their passport or full birth certificate and any other 'Right to Work' information to interview where it will be copied and verified.** The successful applicant will not be able to start work until their right to work documentation has been verified.

Please note if you are the successful candidate once the verbal offer of employment has been made and accepted, references will be immediately requested. It is the University’s policy that all employment covering the past three years is referenced. A minimum of two references is required to cover this three-year period of employment or study (where there has been no employment). One of your referees must be your current or most recent employer.

The successful candidate will need to bring documentary evidence of their qualifications to Human Resources on taking up their appointment.

If the position has a requirement for Disclosure and Barring Service check (DBS) or Non-Police Personnel Vetting (NPPV), this will be stated in the advert. Further information will be provided once the selection process has been completed.

All applications must be submitted by 23:59 (UK time) on the closing date published.

For information on how to find our campus and the navigation of buildings (including accessibility), please see <https://www.accessable.co.uk/university-of-portsmouth> (click on the Access Guides tab at the top of the page, and then click on "view all access guides".



**UNIVERSITY OF PORTSMOUTH – RECRUITMENT PAPERWORK**

1. **JOB DESCRIPTION**

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| **Job Title:** | Senior Research Associate |
| **Grade:** | 6 |
| **Faculty/Centre:** | Faculty of Science and Health |
| **Department/Service:**  **Location:** | Department of Psychology  King Henry Building |
| **Position Reference No:** | ZZ008133 |
| **Responsible to:** | Reader in Applied Psychology, Co-I of GasNetNew grant / Head of School |
| **Responsible for:** | Research Assistants |
| **Effective date of job description:** | January 2023 |

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| **Context of the job:** |
| This post-doctoral role is based in the Department of Psychology at the University of Portsmouth. The successful candidate will take up the post of Senior Research Associate in Psychology to work on the EPSRC funded ‘GasNetNew’ project. (<https://gow.epsrc.ukri.org/NGBOViewGrant.aspx?GrantRef=EP/W008726/1>).  Working autonomously with instruction from the research leader, the successful candidate will be ultimately responsible for a group of social scientific studies connected to the GasNetNew project. |

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| **Purpose of the Job:** |
| GasNetNew is a 3-year research project, led by colleagues at the University of Nottingham, with the support of Researchers at the Universities of Birmingham, Loughborough and Portsmouth. It aims to look at how the existing mains gas networks can be used differently in order to provide innovative, low-carbon heating and cooling solutions for UK homes and businesses.  The mains gas network in the UK connects around 23 million properties. Currently, using natural gas to heat these properties accounts for just under a third of the UK’s total carbon emissions. Using the existing gas network to transport alternative, lower-carbon energy options, could thus help to mitigate these carbon emissions and address the climate crisis.  Trials using Hydrogen as an alternative energy source are advancing, but it is unlikely that Hydrogen will be suitable for all parts of the existing gas network, leaving a space for alternatives. For instance, it might be possible to use non-potable water as a means of conveying low-temperature heat to support the use of air-source heat pumps; alternatively the network could be used to transport chemical solutions away from the property, once they have been used to generate heat; or, it could be possible to use sections of the network to store pressurized air, which can be drawn upon when needed to drive turbines to generate electricity.  There are many engineering, technological and capacity/forecasting questions surrounding these options, which are being investigated by the team members based at the Universities of Nottingham, Birmingham and Loughborough. The focus of the research at Portsmouth will be on understanding the factors driving the comparative *social acceptance* of the different options, among different actor groups (including project stakeholders and publics). Specifically, four different activities are planned for the project:   1. Stakeholder interviews (Spring 23 -Autumn 23): approx. 10 interviews with project stakeholders designed to learn more about perceived viability and acceptability of the different gas network options. 2. Stakeholder workshops (Autumn 23 – Spring 24): one workshop (30-50 attendees) designed to discuss the different gas network options. Concept mapping will be used to organise and visually represent participants’ thoughts, feelings and beliefs relating to each option; and comparative preferences will be discussed. 3. Focus groups (Winter 23 – Summer 24): four reconvened focus groups (each 8-10 people) designed to capture public perceptions of the gas network options. Two groups to be held in Levenmouth (Scotland) to assess opinions of [H100 Fife project](https://sgn.co.uk/H100Fife). 4. Public Survey (Autumn 24 – Spring 25): Online questionnaire-based survey (N=1000) designed to assess public attitudes and acceptance of the different gas network options.   The social scientific studies are an essential and valued part of the project, bearing in mind the key role that social acceptance can have on the commercial viability and real-world success of innovative technologies. |

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| **Key Responsibilities:** |
| **Core duties:**   * Working autonomously with instruction from the research leader, the post-holder will be ultimately responsible coordinating the delivery of the social scientific studies connected to the GasNetNew project. * To assist the research leader in co-designing the research activities, and to lead on analysing and reporting the data yielded by them. * To present research project findings to a variety of project stakeholders, and to write reports / research papers to be submitted for publication. * Responsible for regularly managing elements of the project in line with the project terms of reference.   **Additional expectations of the role holder**   * The post holder will very likely be required to travel (e.g., to Scotland to conduct the focus groups - for which travel and subsistence budgets are provided). * In line with the research project aims and objectives, the role holder is required to plan, prioritise and organise their own workload, regularly managing the progress of elements of the research project * To attend team meetings when required providing relevant and timely information, in order to aid decision making. * Assist with line managing temporary Research Assistants recruited on a casual, short-term basis to support focus group and survey activity. * Deputise for the Principal Investigator where appropriate. * Participate in delivery of teaching to students on topics such as research methods, technology acceptance, etc. * To participate in and contribute to a performance & development review (PDR), ensuring that work produced is in line with the Department / Faculty / University aims. * To communicate with team members and liaise and network with relevant others, to ensure effective working relations. * To solve problems that occur applying knowledge of subject area. * Provide information, appropriate to the role, to relevant stakeholders. * To comply with the University's Health and Safety Policy and pay due care to own safety and the safety of others. Report all accidents, near misses and unsafe circumstances to line management. * To support the University's commitment to equality, diversity, respect and dignity, creating an environment in which individuals will be treated on the basis of their merits, abilities and potential, regardless of gender, racial or national origin, disability, religion or belief, sexual orientation, age or family circumstances. * Any other duties commensurate with grade as required by your line manager. |

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| **Working Relationships:** |
| * Managed by Reader in Applied Psychology / Co-I of GasNetNew grant * Networking with other researchers in the team who are external to the University * Networking with members of the project Industrial Advisory Group * Building rapport with prospective interviewees, workshop attendees and focus groups participants * Liaising with research colleagues and support / technical staff on day-to-day issues * Working with and co-supervising temporary, casual research assistants, brought in to support the focus group and survey activities |

1. **PERSON SPECIFICATION**

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| **No** | **Attributes** | **Rating** | **Source** |
| **1.** | **Specific Knowledge & Experience** |  |  |
|  | Knowledge of theories, concepts and models of (energy) technology acceptance and social acceptance | E | AF, S |
|  | Research experience of collecting *qualitative* data (e.g., interviews and focus groups) | E | AF, S |
|  | Research experience of collecting *quantitative* data (e.g., questionnaire-based surveys) | E | AF, S |
|  | Track record of ongoing research experience in applied Social Psychology, Environmental Psychology or related field | E | AF, S |
|  | Relevant publication track record | E | AF, S |
|  | Knowledge of Microsoft Office computer packages | E | AF, S |
|  | Previous experience of successfully managing a research project through to completion | D | AF, S |
|  | Experience of managing staff and budgets | D | AF, S |
| **2.** | **Skills & Abilities** |  |  |
|  | Ability to predict and solve problems when they occur | E | AF, S |
|  | Ability to plan, organise and prioritise workloads | E | AF, S |
|  | Excellent communication and interpersonal skills | E | AF, S |
|  | Good academic and report writing skills | E | AF, S |
|  | Quantitative data analysis skills (e.g. SPSS) | E | AF, S |
|  | Qualitative data analysis skills (e.g. NVivo) | E | AF, S |
|  | Good presentation skills | E | AF, S |
|  | Project management skills | D | AF, S |
| **3.** | **Qualifications, Education & Training** |  |  |
|  | PhD in relevant psychological field or cognate field (e.g., Sociology, Human Geography) or relevant professional experience | E | AF |
| **4.** | **Other Requirements** |  |  |
|  | Ability to work on own initiative and as part of a team | E | AF, S |
|  | Creative, motivated and committed to undertaking high-quality research | E | AF, S |
|  | Ability to work to tight deadlines | E | AF, S |
|  | Willingness to travel for the purposes of conducting and disseminating the research | E | AF, S |
|  | Ability and willingness to work flexible hours as required | E | AF, S |

**Legend**

Rating of attribute: E = Essential; D = Desirable

Source of evidence: AF = Application Form; S = Selection Programme (Including Interview, Test, Presentation)

**JOB HAZARD IDENTIFICATION FORM**

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| **Please tick box(s) if any of the below are likely to be encountered in this role. This is in order to identify potential job related hazards and minimise associated health effects as far as possible. Please use the** [Job Hazard Information](http://www.port.ac.uk/departments/services/humanresources/recruitmentandselection/informationforrecruiters/essentialinformationandformsforrecruiters/) **document in order to do this.** | | | |
| 1. International travel/Fieldwork | X | 13. Substances to which COSHH regulations apply (including microorganisms, animal allergens, wood dust, chemicals, skin sensitizers and irritants, welding fume) |  |
| 2. Manual Handling (of loads/people) |  | 14. Working at height |  |
| 3. Human tissue/body fluids (e.g. Healthcare settings, First Aiders, Nursery workers, Laboratory workers) |  | 15. Working with sewage, drains, river or canal water |  |
| 4. Genetically modified Organisms |  | 16. Confined spaces |  |
| 5. Noise > 80 DbA |  | 17. Vibrating tools |  |
| 6. Night Working  (between 2200 hrs and 0600 hrs) |  | 18. Diving |  |
| 7. Display screen equipment | XC | 19. Compressed gases |  |
| 8. Repetitive tasks (e.g. pipette use, etc) |  | 20. Small print/colour coding |  |
| 9. Ionising radiation/non-ionising radiation/lasers/UV radiation | | 21. Soil/bio-aerosols |  |
| 10. Asbestos and/or lead | | 22. Nanomaterials | |
| 11. Driving on University business:  mini-bus (over 9 seats), van, bus, forklift truck, drones only) | | 23. Workplace stressors (e.g. workload, relationships, job role, etc.) | |
| 12. Food handling | | 24. Other (please specify) | |

**Completed by Line Manager/Supervisor:**

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| **Name (block capitals)** | DR CHRIS JONES |
| **Date** | 06/01/2023 |
| **Extension number** | Ext. 6320 |

Managers should use this form and the information contained in it during induction of new staff to identify any training needs or requirement for referral to Occupational Health (OH).

Should any of this associated information be unavailable please contact OH (Tel: 023 9284 3187) so that appropriate advice can be given.